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9 November 1953

MEMORANDUM FOR: Colonel White

1. There are several questions I have with respect to the Personnel Office draft of the paper on the Agency Reassignment Board.

- a. It is stated that the office which has a personnel surplus will select a person for Agency-wide reassignment. Further, the factors conditioning the person selected are to be length of CIA service, veterans preference, total Federal service, personal preference and long-range career capabilities. As presented no one can tell what this means. For example, does a veteran preference employee have preference for staying on with the component having the surplus, or is he the one to be released? The factors are so vague that I can't tell what it means. Of course, I am convinced that this procedure will result in a grand dumping operation--that is unloading undesirable people on other components, and to do this the "factors" must necessarily be vague. Unless a specific formula is prescribed, there will be no really effective way to check this problem, and the whole reassignment board plan will be discredited before it ever starts to function.
- b. The proposed regulation uses weasel words to describe what happens after the Reassignment Board has made a decision. It is stated that "the office to which reassignment is proposed will be expected to initiate promptly a Request for Personnel Action (SF 52) to effect the reassignment."
- c. I cannot altogether follow the statement that "if the Board votes negatively on the recommendation (of assignment proposed by the Personnel Office), the matter will be referred to the DDCI for review and decision." What happens if there is a "positive" vote by the Board, and the office which is "expected" to take the necessary personnel action refuses to do so? As a matter of fact, if there is a negative vote by the Board, should the case go to the DDCI at all? Shouldn't paragraph 6 of the regulation then be invoked, namely a determination made as to who on a CIA-wide basis, stands lowest on the retention list for the particular grade and line of work involved (competitive level) is to be selected for referral to the DDCI as a candidate for dismissal?

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2. I am aware that you've talked to [REDACTED] about some of the points covered in this paper. Since I don't know how much of the paper reflects Gen. Cabell's instructions, I'm not making any specific recommendations, other than to point out problems in the present draft.

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